

**THE OPEN UNIVERSITY OF SRI LANKA**  
**MASTER OF BUSINESS ADMINISTRATION IN HUMAN RESOURCE**  
**MANAGEMENT**  
**FINAL EXAMINATION-SEMESTER 1 - OCTOBER 2018**  
**MCP2137/MSP9337 - HUMAN RESOURCE DEVELOPMENT**  
**DURATION -03 HOURS**



---

**DATE: 07.10.2018**

**TIME: 9.30 AM - 12.30PM**

---

***ANSWER ANY FIVE QUESTIONS. ALL QUESTIONS CARRY EQUAL (20 PER EACH) MARKS.***

***ALL ANSWERS SHOULD BE WRITTEN NEATLY AND FOCUSED.***

01. "When it is introducing organizational changes some of the employees resist". Explain a suitable human resource development strategy that can be employed to overcome employee resistance towards change.
02. Developing the content of a training program to meet the expectations of all the stakeholders would be a challenging task. Explain what aspects would consider when you develop the content of a training program to train a newly recruited group management trainees in a commercial bank.
03. Critically examine the effects of a systematic performance management system on Human Resource Development efforts in an organization.
04. "Knowledge management and organizational learning is an integral part of Human Resource Development which cannot be ignored by contemporary business organizations". Do you agree or disagree with the given statement? Comment with examples.
05. "Producing global executives is a challenging task to HRD specialists in a multinational company". Discuss the key elements need to be included in a training program designed to produce a team global executives.
06. Critically examine the advantages and disadvantages of Kirkpatrick's model of training evaluation by citing appropriate examples.
07. Elaborate to what extent "Coaching" is effective as a technique of training for the improvement of Managerial performance.

**"COPY RIGHT RESERVED"**

